

Stocksbridge Nursery Infant School



Anti-Bullying & Harrassment Policy

Policy adopted: November 2019

Policy review date: November 2020



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The children defined bullying as 'hurting others with words or actions over and over.'

Introduction

We recognise that bullying/anti-social behaviour is a problem that occurs in all walks of life and that in the school environment it can be found amongst pupils, staff and parents / carers.

We accept that it is the responsibility of the **whole school community** to eradicate all aspects of bullying/anti-social behaviour by promoting and ensuring a caring, open and respectful ethos.

Behaviour that Constitutes Bullying (suggested by "KIDSCAPE")

- Physical pushing, kicking, pinching, any forms of violence and threats.
- Verbal name calling, sarcasm, spreading rumours, persistent teasing, swearing, embarrassing comments.
- Emotional tormenting, threatening ridicule, humiliation, exclusion from groups or activities (threatened or actual).
- Racist racial taunts, graffiti, gestures.
- Sexual unwanted physical contact, abusive, homophobic, transgender, transexual and sexist comments.
- Religious name calling, torment, mockery, offensive comments, exclusion.
- Cyber the use of email and internet chat sites, facebook, texts, twitter and the like to cause or threaten harm and /or distress to others (directly or indirectly). Please see ICT policy for further details.

We believe that bullying is behaviour that is persistent and premeditated. It is not acceptable. Very young children can be unkind to one another – this must not always be deemed to be bullying but inappropriate behaviour that needs to be dealt with accordingly. If it is not dealt with promptly and appropriately, it could develop into bullying. A child's unkindness may reflect difficulties that he/she may be experiencing elsewhere. This will be discussed between parents / carers, class teacher or other relevant staff, through other avenues e.g. a child's personal well being assessment, child protection procedures etc.

Aims

- All children and adults to feel happy and safe in our school.
- To promote good behaviour and respect for others to ensure as far as reasonably practicable the prevention of all forms of bullying amongst pupils and adults within our school community.
- To create a climate of trust between staff and children to encourage disclosures.
- To provide staff with information and skills for the identification of potential problems.
- To deal with any disclosures promptly and sensitively.
- To maintain clear and prompt ways of reporting bullying for pupils and parents.

Our Methods of Prevention

- To use the school's Positive Behaviour Policy to promote the children's self-esteem and value.
- A copy of the school's Positive Behaviour Policy is given to all parents as their child starts school.
- Parents agree to support the Positive Behaviour Policy and sign a compliance slip.
- Whole school assemblies which focus on respecting each other, showing kindness and informing children of the need to tell someone if they feel bullied or harassed.
- Implementation of the school's PSHE Policy and Scheme of Work into the curriculum.
- All staff and volunteers to act as positive role models.

- Engagement in positive social interaction projects, including SEAL, Circle time, Investors In Pupils and Anti bullying week (annually).
- Specialist members of staff who have time, training and expertise to support children socially and emotionally.
- Publish relevant policies and schemes of work on the school website for parents to access.
- Communications from school throughout the term, informing parents / carers about work, targets and events within school; for example weekly newsletter 'tweak of the week' and 'pupil of the week', year group curriculum newsletter.

Our Methods of Dealing with Incidents of Bullying

- We take all bullying/anti-social problems seriously but will endeavour to keep all matters in proportion.
- **We investigate all incidents thoroughly by:-**
 1. Interviewing the alleged bully and victim separately.
 2. Obtaining witness information where possible.
 3. Keeping a written record of the incident, investigation and outcome. If there is not a positive outcome, subsequent behaviour will be monitored, dated and recorded for future reference
 4. Informing appropriate staff about the incident(s).
 5. Ensuring that action is taken to prevent further incidents.
 6. Log incident using the SIMS system as per Sheffield LA guidelines.
- **Action which may be taken**
 1. Informing parents of both bully and victim. The school will retain copies of any letters sent to parents.
 2. When appropriate, the Headteacher will meet with parents of both the bully and the victim. Notes will be taken and kept by the school as a record of the meeting. We value the support of both sets of parents when dealing with matters of this kind.
 3. The Headteacher will endeavour to ensure that parents have confidence in the school to take the most appropriate action to resolve the issue in school and the bully as well as the victim will receive the most appropriate support.
 4. Imposition of sanctions (see Positive Behaviour Policy).
 5. Obtaining an apology.
 6. Providing mentor support for the victim to promote appropriate "assertive" behaviour e.g. a playtime buddy.
 7. Providing support for the bully to find out **why** he/she has bullied, **help** them to recognise their unsociable behaviour and **support** him/her in modifying this behaviour.
 8. Seek referral from other agencies if appropriate.

Reporting Bullying

- Children and/or parents should inform the class teacher of any incidents of bullying/anti-social behaviour. If parent or child do not feel comfortable discussing the matter with the class teacher, then a member of the Senior Leadership team can be informed (Mrs Townsend, Mrs Priest, Mrs Heavens). Please also see our schools complaints procedure.
- Any other responsible adult who receives any disclosures should inform the class teacher.
- The teacher will comply with the policy for investigating the complaint (see above).
- The teacher will inform the Headteacher who may pursue the complaint further if appropriate.

Communication between Home and School

The school considers it to be of vital importance that the relationship between home and school is open, positive and supportive. This relationship acknowledges the school's intent to take seriously any concerns parents have for their child. Should the parents feel that their concerns are not dealt with satisfactorily there is a clear complaints procedure in place which they can use. (See Complaints Policy)

Jane Townsend
Headteacher

Policy reviewed Nov 2019